

Boone CSD Boone EA

7/1/2005 6/30/2007

**AGREEMENT**

**between**

**BOONE EDUCATORS' ASSOCIATION**

**and**

**THE BOONE COMMUNITY SCHOOL DISTRICT**

**2005-2007**

**BOONE, IOWA**

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## PREAMBLE

This Agreement is made and entered into by and between the Boone Community School District and the Boone Educators' Association, as the exclusive bargaining agent for all regular full-time and regular part-time teachers, guidance counselors, media specialists, technology specialists, and nurses and excluding the superintendent, associate superintendent, principals, athletic director, nonlicensed employees, and all others excluded by Section 4 of Chapter 20, Code of Iowa, as amended.

## ARTICLE I

### DEFINITIONS

A. Association.

The term "Association" as used in this Agreement shall mean the Boone Educators' Association or its duly authorized representatives.

B. Board.

The term "Board" as used in this Agreement shall mean the Board of Directors of the Boone Community School District or its duly authorized representatives.

C. Employee.

The term "Employee" as used in this Agreement shall mean all employees included within the bargaining unit as set out in the Preamble.

D. Employer.

The term "Employer" as used in this Agreement shall mean the Boone Community School District or its duly authorized representatives.

E. Principal.

The term "Principal" as used in this Agreement shall mean the principal or his/her designated representative of the building to which the Employee is assigned. If the Employee is assigned to more than one building, the "Principal" shall mean any of the principals of the buildings to which the Employee is assigned or his/her designated representative.

F. Superintendent.

The term "Superintendent" as used in this Agreement shall mean the Superintendent of the Boone Community School District or his/her designated representative.

## ARTICLE II

### GRIEVANCE PROCEDURES

#### A. Definition

Any claim by an Employee or by the Association that there has been an alleged violation of any provision of this Agreement may be processed as a grievance as hereinafter provided.

#### B. Representation

One representative for the Employee may be present at all steps of the grievance procedure, if it is the grievant's request.

#### C. Steps

Step 1 - Informal. In the event that an Employee or the Association believes that there is a basis for a grievance, he/she/it shall first discuss the alleged grievance with the Principal in a scheduled meeting within seven (7) school days after the alleged violation occurred.

Step 2 - Principal. If, as a result of the informal discussion with the Principal, a grievance still exists, the following formal grievance procedure may be invoked by the Employee or the Association through the form set forth in Appendix A, signed by the grievant, which form shall be available from the Association representative in each building. The grievant shall submit to the Principal a copy of the written grievance form within seven (7) school days after the informal discussion in Step 1. Within seven (7) school days of receipt of the formal written grievance, the Principal shall meet with the grievant. The Principal shall indicate the disposition of the grievance in writing within seven (7) school days after such meeting and shall furnish a copy thereof to the grievant.

Step 3 - Superintendent. If the grievant is not satisfied with the disposition of the grievance, the grievance shall be submitted, in writing, to the Superintendent within seven (7) school days of the receipt of the Principal's decision. Within seven (7) school days of receipt of the written grievance, the Superintendent and, at the Superintendent's option, a representative, shall meet with the grievant. The Superintendent shall indicate the disposition of the grievance in writing within seven (7) school days after such meeting and shall furnish a copy thereof to the grievant.

Step 4 - Arbitration. If the grievant is not satisfied with the disposition of the grievance by the Superintendent, the grievance shall be submitted to arbitration before an impartial arbitrator. Such submission shall be in writing signed by the grievant and the Association, and filed with the Superintendent within seven (7) school days after the written disposition of Step 3. A written request for a list of arbitrators shall be made to the Public Employment Relations Board (PERB) by either party. The list shall consist of five (5) arbitrators, and the parties shall determine by lot which party shall have the right to remove the first name from the list. Within seven (7) school days after receipt of the list, each of the two parties shall alternately strike one (1) name at a time from the list until only one (1) name remains. The person whose name remains shall be the arbitrator. Arbitration sessions shall be conducted outside the normal working day.

The arbitrator's decision may not change or amend the terms, conditions, or applications of this Agreement. No decision of the arbitrator shall in any way be in derogation of the powers, duties and rights established in the Employer by constitutional provisions, statutes, or other legislative act.

The arbitrator's decision should be made within thirty (30) calendar days after the close of the hearing.

Both parties agree that the award of the arbitrator shall be final and binding. Both parties shall pay their respective preparation fees and expenses but shall share equally the fees and expenses of the arbitrator. If the Association approves arbitration, it will share equally with the Employer the fees and expenses of the arbitrator.

D. Choice of Forum.

If any Employee or the Association files any claim or complaint under Iowa Code Chapter 279 with any forum other than under the grievance procedure of this Agreement, the Employer shall not be required to process any claim based on the same or similar facts through the grievance procedure.

### ARTICLE III

#### SAFETY

- A. The Employer shall provide Employees with information concerning the Department of Education rules regarding the use of reasonable force by Employees.
- B. Employees shall immediately report cases of assault suffered during the pursuit of duties to their Principal. The Principal and the Employee shall discuss whether to notify law enforcement officials.

### ARTICLE IV

#### DUES CHECKOFF

- A. Employees who desire to have dues deducted from their salaries shall file a written authorization for each year, on a form provided by the Employer, in the business office by the 12th day of the month they wish to have dues deducted. The total yearly wages deducted in order to pay yearly professional dues will be divided into equal monthly installments to be deducted from each monthly paycheck for any period of consecutive months from the initial installment until the final installment on June 1st. Employees may terminate the dues deduction at any time by giving thirty (30) days written notice to the Employer.
- B. The Employer will deduct the regular monthly Association dues of its Employees who have filed authorization and remit said monies to an official designated by the Association to receive dues payment. The Association shall file in the business office notice of the amounts of Association dues to be deducted.

C. The Association agrees to indemnify and hold harmless the Employer, the Board and the Employer's representatives from any and all claims, costs, suits or other forms of liability that might arise out of the Employer agreeing to make a dues deduction on behalf of the Association.

## ARTICLE V

### PROCEDURE FOR EVALUATION

The evaluation procedure shall include: (1) formal and informal classroom and/or other building area observations by administrative staff of the school district, and (2) appraisal conferences.

#### A. Appraisal Conferences.

1. The Superintendent has the responsibility for appraisal of all Employees utilizing the Employer's evaluation instrument.

2. Every Employee shall be evaluated at least three (3) times during the first two years of the Employees' employment with the District. Thereafter, every Career Teacher shall be evaluated at least one (1) time every three (3) years.

An Employee may request an evaluation at any time, and the administrative staff may notify an Employee that an additional evaluation(s) will be conducted. The Employee shall receive advance notification of additional evaluation(s) or re-evaluation at least five (5) calendar days prior to the date of the evaluation.

3. Employees will have the right to discuss the written appraisal with their evaluator and the right to make answer to any part of such report. At any time, not later than ten (10) working days after such presentation, the Employee may respond in writing. Such written answer shall be affixed to the report submitted to the Personnel Office.

4. The written document evidencing the evaluation shall be presented to the Employee, and the Employee shall acknowledge such presentation by signing, and the Employee's signature does not necessarily imply approval. In the event that an Employee refuses to sign such material, this refusal will be attested to in writing by the Principal in the presence of another staff member.

B. Certified Personnel Folders.

1. All periodic evaluations and responses shall be kept in the confidential personnel folder maintained in the Central Office for each Employee for a period of not less than three (3) years from the date such evaluation is made.
2. Evaluation documents and responses shall be available to the evaluated Employee.
3. No material (except for that information received by the administration prior to employment, college transcripts, teaching certificates, confidential credentials from placement offices, and physical examination reports) shall be placed in the Employee's certified personnel folder unless he/she has had an opportunity to read the material by affixing his/her signature on the actual copy to be filed. Such signature does not necessarily indicate agreement with the content of such material. In the event that an Employee refuses to sign such material, this refusal will be attested to in writing by the Principal in the presence of another staff member.
4. The Employee shall have the right to answer any material filed subsequent to employment, and his/her answer shall be affixed to the material and placed in his/her folder.
5. An Employee may have any evidence of educational competency, professionalism, or outstanding educational performance the Employee chooses placed in his/her certified personnel folder at the Central Office.
6. All information used in termination of contract shall be maintained in the confidential personnel folder.

ARTICLE VI

TRANSFER PROCEDURES

Employee transfers from building to building are made as follows:

A. When school is in session, a notice of an opening creating an opportunity to transfer shall be posted in the Superintendent's office, in the Jr.-Sr. High School faculty lounge, in the Sixer Center, and in the elementary buildings at least five (5) school days before the final date when the applications must be submitted.

B. Any Employee possessing the necessary qualifications may apply for consideration for any posted vacancy. Such applications must be in writing and received in the Superintendent's office by the date on the posted notice. An application must be made each time an opportunity is posted, and applications shall not carry over from one opportunity to transfer to another. An Employee need not formally resign his/her present position in order to apply for a different position within the District.



C. Employees wishing to be kept informed during the summer months of specific vacancies within the District for which they are qualified shall keep on file in the Superintendent's office a written request to be notified of those vacancies. The request must include a summer address. The Employer will notify those Employees about specific vacancies for which they have requested information by mail from the time school is out of session until July 15. The Employee must submit in writing a request for that vacancy within ten (10) calendar days from the date of mailing.

D. All applications for transfer shall be considered along with any applications from non-employees. The filling of the vacancy shall be based upon the needs of the District as determined by the Employer in its sole discretion.

E. Employees shall be notified in writing when they are denied a transfer which they have requested. If denied, the Employee may consult with the administration as to the reason for denial.

## ARTICLE VII

### STAFF REDUCTION PROCEDURES

#### A. Procedures.

When the Board determines a reduction in staff is necessary, the following procedures will apply:

1. The Employer shall attempt to accomplish reduction through attrition of Employees teaching in the category where reduction is to be made, unless the Employer determines that an existing program cannot be maintained, which includes extracurricular programs.
2. In the event the Employer determines that reduction in staff cannot be adequately accomplished under Paragraph (A)(1), the Employer shall attempt to reduce those Employees teaching in the category where reduction is being made who have the least seniority as determined under Paragraph B, unless the Employer determines that an existing program cannot be maintained, which includes extracurricular programs. Provided further, that the Employees to be retained meet NCA requirements for Boone Schools and they have proper certification and approvals for their new assignments.
3. In the event an Employee would be reduced under Paragraph (A)(2) and that Employee has more seniority than an Employee in another category, the less senior Employee shall be reduced and the more senior Employee transferred, unless the less senior Employee is needed to maintain an existing program, which includes extracurricular programs; and provided the senior Employee has proper certification and approvals for the new assignment and has taught in that category within the past ten (10) years in the Boone District.

4. In the event the Employees to be reduced cannot be determined under Paragraphs (A)(1), (A)(2), or (A)(3), the formal written evaluations of the Employees' performance made in the last three years shall be used.

B. Seniority.

Seniority shall be calculated by counting each year of teaching in the District as one (1) year, by counting the first two (2) years of teaching outside the District as one (1) year each and by counting the third and subsequent years of teaching outside of the District as three-fourths (.75) of a year each. For purposes of this Article, a year of teaching shall mean employment as a teacher and/or administrator for ninety (90) or more consecutive school days in each school year.

C. Part-time.

These procedures shall not require the Employer to reduce an Employee if the reduction would create additional part-time positions. In the event there is a more senior Employee teaching part-time in the effected category and it is determined to reduce a part-time position in that category, the less senior Employee will be reduced and the more senior Employee will assume a full-time position. If the senior Employee does not agree by March 15 to assume a full-time position, the more senior Employee will be reduced.

D. Categories.

For purposes of this Article, "categories" shall mean:

1. Building Blocks
2. Grades K-6 by subject area:
  - a. Regular Classroom
  - b. Special Education (pre K-6)
  - c. Physical Education
  - d. Vocal Music
  - e. Instrumental Music
  - f. String Music
  - g. Guidance Counselor
  - h. Title I
  - i. Gifted and Talented
  - j. Media Specialist
  - k. Art
3. Grades 7-12 by subject area:
  - a. Science
  - b. Mathematics
  - c. Language Arts
  - d. Social Studies
  - e. Business Education
  - f. Art
  - g. Vocal Music

- h. Instrumental Music
- i. String Music
- j. Industrial Technology Education
- k. Family and Consumer Science
- l. Drivers' Education
- m. Guidance Counselor
- n. Special Education
- o. Physical Education
- p. Foreign Language
- q. Gifted and Talented
- r. Agriculture
- s. Futures
- t. Media Specialist

4. Grades K-12 for:

- a. Nurses
- b. Audio-Visual Technology Specialists
- c. Home-Based Educator

E. Recall Rights.

Employees who are reduced under this Article or who resign upon written request for reduction reasons, shall be eligible for recall to available positions within a category the Employee has taught in during the past ten (10) years in the Boone District for fifteen (15) months from the effective date of the reduction, provided he/she specifically requests in writing that he/she desires to be recalled, provided the Employee meets all NCA requirements, holds certification and approvals for the new assignment, and provided the Employee is qualified by certification, experience and favorable evaluations to assume any extracurricular assignments which may be vacant as a result of the attrition in the position.

The Employee shall keep the Superintendent informed of his/her current address and phone number, and shall inform the Superintendent if he/she is no longer interested in being recalled to the District.

An Employee who is recalled by June 1 for the following school year shall report to the Superintendent for assignment within ten (10) calendar days after the recall notice is sent or personally delivered. An Employee who is recalled for a current school year or who is recalled after June 1 for the following school year, shall report to the Superintendent for assignment within five (5) calendar days after the recall notice is sent or personally delivered. Failure to report within such time limits shall result in loss of recall rights.

The Employee with the highest retention priority shall be given first chance to use his/her recall rights if the opportunity arises, as provided by this Article.

F. Exclusion.

This Article shall not apply to Employees hired to replace an Employee on leave of absence. No matter concerning staff reduction or termination of an Employee who was hired to replace an Employee on leave of absence shall be subject to the Grievance Procedures.

ARTICLE VIII

HOURS

A. Work Day.

All full-time Employees shall work eight (8) hours per contract day except as modified below. Starting and quitting times may vary by building or individual Employee with approval of the Principal.

B. Lunch Periods.

All elementary Employees shall have a daily, duty-free lunch period of at least forty-five (45) minutes except when assigned to noon supervision, in which case they shall have a duty-free lunch period of at least twenty-five (25) minutes. Elementary Employees assigned more than twenty-four (24) noon supervision assignments shall be allowed to leave twenty (20) minutes prior to the normal departure time on the days of assigned noon supervision over twenty-four (24), except on days of early dismissal when the Employees may leave as soon as students have been dismissed, and except on days when faculty meetings, parent-teacher conferences or staffings have been called or in case of an emergency, in which case Employees shall be allowed early dismissal the following work day.

All secondary Employees shall have a daily, duty-free lunch period of at least one class period except when assigned to noon supervision, in which case they shall have a duty-free lunch period of at least one-half (1/2) class period. Secondary Employees assigned more than twenty-four (24) noon supervision assignments shall be allowed to leave twenty (20) minutes prior to the normal departure time on the days of assigned supervision over twenty-four (24), except when faculty meetings, parent-teacher conferences or staffings have been called or in case of an emergency, in which case Employees shall be allowed early dismissal the following work day.

C. Early Dismissal.

On Fridays and on days immediately preceding holidays and recess periods designated on the school calendar, secondary Employees may leave twenty (20) minutes after students are dismissed, and elementary Employees may leave fifteen (15) minutes after students are dismissed. On days that school is closed because of reasons of nature or other catastrophic reasons, designated Employees shall remain in the building until all students have left the building.

D. Meetings.

Employees may be required to attend without additional compensation consultations with parents and staffings when the parent is not available during the regular work day, one Open House per year, and five faculty meetings per year. Employees shall not be required to attend faculty meetings commencing prior to 7:30 a.m. or ending after 4:30 p.m. This shall be in addition to events covered by Article XXII.

E. Leaving Building.

Employees may leave the building during their duty-free lunch periods. Employees may leave the building during their work day with permission of the Principal. The decision of the Principal regarding such release shall not be subject to the Grievance Procedures.

F. Part-time Employees.

Part-time Employees' hours will be set by the Principal. Extra duties and attendance at faculty meetings will reflect the Employee's part-time schedule. Attendance at in-service meetings will reflect the Employee's part-time schedule. Part-time Employees who are required to attend additional activities outside of the above requirements shall be paid by the hourly per diem rate of his/her salary for each hour assigned.

## ARTICLE IX

### SICK LEAVE

A. Allotment

All Employees are allowed sick leave for personal illness or injury, according to the following schedule:

The first year of employment	10 days
The second year of employment	11 days
The third year of employment	12 days
The fourth year of employment	13 days
The fifth year of employment	14 days
The sixth and subsequent years of employment	15 days

If an Employee does not need to use his/her allotted days during the year, the unused days may be accumulated to one hundred twenty-five (125) days. After reporting for work the next year, the Employee will be credited with the current year's fifteen (15) days, so that up to one hundred forty days (140) days may be used in one year if necessary. However, no more than 125 days may be carried forward to a subsequent year.

B. Unpaid Leave

An Employee who is unable to work because of personal illness or injury and who has exhausted his/her accumulated sick leave, shall be granted an unpaid leave of absence for the balance of the school year in which his/her accumulated sick leave has been exhausted.

C. Reporting

Except when prevented by circumstances beyond his/her control, the Employee must report his/her intention to be absent from duty to the Principal not later than 7:00 a.m. on the day of absence. If an Employee expects to return to duty, he/she should notify the Principal of such intention by 3:00 p.m. of the previous day, so that his/her substitute teacher may be released.

D. Family Illness

An Employee may use up to ten (10) days of his/her sick leave for illness of the Employee's spouse, child, parent or legal dependent. An Employee may use up to ten (10) additional days of his/her sick leave for medical situations created by a serious accident or illness (such as, but not limited to, emergency hospitalization, surgery, or treatment for life-threatening illness) of the Employee's spouse, child, parent or legal dependent, as mutually agreed upon by the Superintendent and the Employee.

E. Additional Days

Employees who work more than the regular nine months term, will be allowed one extra day of current sick leave for each full month in addition to the regular school term.

F. Doctor's Certificate

Sick leave for any length of time may require a doctor's certificate.

G. Part-time Employees

Part-time Employees will be allotted sick leave days in the same proportion as the amount of time they are employed. (For example: A seventh year Employee who is teaching 2/5ths time would have 6 full days--15 2/5ths days--for that year.) Part-time Employees will also accumulate sick leave days and be subject to the same rules as for full-time Employees. In the event a full-time Employee is reduced to part-time, he/she shall retain his/her accrued sick leave. (For example: If an Employee has 30 days accumulated from full-time employment, he/she would have 60 half days if he/she went to half time.)

H. Workers' Compensation

Any amounts due an Employee under this Article shall be reduced by any benefits payable under Workers' Compensation.

I. Long Term Disability

Employees will receive insurance payments according to the terms of the long term disability insurance contract. The Employee cannot draw sick leave and long term disability benefits simultaneously.

J. Adoption

An Employee may use his/her sick leave for matters relating to the adoption of a child, excluding the adoption of a stepchild, to a maximum of ten (10) days per year for travel and legal matters involved in the adoption. An additional five (5) days per year of sick leave may be granted for care of the adopted child, provided the Employee is the only member of the immediate family available to provide child care. The decision of the Superintendent is not grievable.

K. Coaches

Employees having separate coaching contracts shall be entitled to paid sick leave from coaching duties as follows: if the Employee is absent from coaching duties due to personal illness or injury for one-half (1/2) or less of the number of contracted days for the coaching assignment, no deduction in pay shall be made. If the Employee is absent from coaching duties due to personal illness or injury for more than one-half (1/2) of the number of contracted days for the coaching assignment, the Employee shall receive one-half (1/2) of the salary amount specified on the contract. This provision shall apply regardless of the number of years the Employee has held the coaching assignment, and there shall be no accumulation of sick leave for coaching assignments. If an Employee uses sick leave for family illness as authorized in Section D above or for adoption as authorized in Section J, such days shall count as sick leave days for purposes of this Section. Section F above regarding Doctors' certificates shall be applicable to absences for coaches. Leaves without pay granted pursuant to Article XVI shall result in a per diem reduction of the coaching salary if coaching duties are required for that day.

## ARTICLE X

### FORESEEABLE TEMPORARY DISABILITIES

A. When an Employee can foresee that he/she will be temporarily disabled the following shall apply: The Employee shall notify the Superintendent as soon as the Employee knows of the medical disability.

B. The Employee's physician will determine when the Employee's physical condition is such that the Employee should begin sick leave. This notification will be submitted by the physician in writing to the Superintendent. The Employee's physician will also determine when the Employee's physical condition is such that the Employee may return to work. This notification will be submitted by the physician in writing to the Superintendent. If any doubts exists, the Superintendent may contact the Employee's physician directly.

C. It is the responsibility of the Employee to assure that proper notification, as outlined above, is on file in the Superintendent's office, and sick leave will not be granted nor will the Employee be permitted to return to work until such notification from the physician has been received.

## ARTICLE XI

### BEREAVEMENT LEAVE

A. In the case of the death of the Employee's wife, husband, child, child's spouse, father, father-in-law, mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, grandparent of the Employee, grandparent of the spouse, or grandchild, the Employee shall be granted permission to be absent from duty by the Superintendent for as many days, not to exceed five (5), as may be necessary at the discretion of the Superintendent, for attendance at the funeral and for any other purpose directly arising out of said death, and no deduction of pay shall be made for the days of absence so granted.

(NOTE: The words "at the discretion of the Superintendent" were included because the Board envisioned that circumstances at the time of bereavement might vary considerably from instance to instance. In actual practice, the number of days of leave should be mutually agreed upon by the Employee and the Superintendent.)

B. The decision of the Superintendent is not grievable.

## ARTICLE XII

### BUSINESS LEAVE AND PERSONAL LEAVE

#### A. Business Leave.

Each Employee shall be granted one (1) day of leave each school year without loss of pay for personal business which cannot be conducted outside of the Employee's work day, provided such leave is approved in advance by the Superintendent. If an Employee does not need to use the business leave day during the year, the unused day will be added to the Employee's business leave day for the succeeding year. A total of two (2) business leave days may be accumulated.

Employees shall apply for business leave at least five (5) work days in advance, except in cases of emergency. Approved reasons for business leave would include, but not necessarily be limited to: attending to legal matters relating to adoptions, attending a wedding, attending the funeral of a close friend or relative not a member of the immediate family, taking a final examination at an approved college, attending a child's contest at district level or higher, attending a child's school functions, attending routine doctor appointments, attending scheduled appointments with the Internal Revenue Service or other agency of the federal or state government (unless the Employee is a party to an action or a witness against the District). Reasons which could not be approved would include, but not necessarily be limited to: pleasure trips, shopping trips, extending vacations or taking care of business that could be performed outside the Employee's working day.

If an Employee has exhausted business leave, the Superintendent may approve up to two (2) additional days per year for the Employee to attend the funeral of the Employee's niece, nephew, aunt or uncle, with such decision of the Superintendent not being grievable.



B. Personal Leave.

Each Employee shall be granted one (1) day of leave each school year without loss of pay for personal reasons. If an Employee does not use the personal leave day during the year, the unused day will be added to the Employee's personal leave for the succeeding year. A total of two (2) personal leave days may be accumulated.

Employees shall apply for personal leave at least five (5) work days in advance, except in cases of emergency. Personal leave days may not be taken to extend a vacation nor during the last ten work days of the school year, except in cases of emergency. An Employee granted personal leave on a day of parent-teacher conferences or of Open House shall be expected to attend parent-teacher conferences or Open House outside of the normal work day. Personal leave may be denied by the Principal if there is a lack of substitutes or for other unusual circumstances.

ARTICLE XIII

JURY DUTY AND SUBPOENA LEAVE

A. An Employee who is called for jury duty service will be permitted to be absent from his/her duties with full pay and no deduction from other leaves. The Employee will remit to the District any sums paid the Employee for serving on the jury, except for mileage and other expenses. The Employee will be excused from duties only for the period of time he/she is called for jury duty.

B. An Employee who is subpoenaed as a witness in a court or administrative hearing will be permitted to be absent from his/her duties with full pay and no deduction from other leaves, provided the Employee is not a party to the action, will not directly benefit from the action and is not a witness against the District on an employment matter. The Employee will remit to the District any sums paid the Employee for being a witness, except for mileage and other expenses. The Employee will be excused from duties only for the period of time he/she is called for witness duty.

ARTICLE XIV

PROFESSIONAL LEAVE

A. Within budgetary limits, Employees may attend conferences, conventions or other activities of the local, state and national organizations and other professional meetings. Such attendance will be permitted at full pay if such attendance is approved in advance by the Superintendent. If any Employee wishes to be absent from duty to attend such meetings, a written request for approval of attendance should be signed by the Principal and filed with the Superintendent at least ten (10) days prior to the first day of anticipated attendance.

B. When a professional meeting is of national or regional scope, not located in the immediate area, only one Employee from a department at the senior high level, one from a department at the junior high level, one teacher from the intermediate level and one teacher from the primary level may be excused from teaching duties to attend; provided, however, that no individual may be excused for such attendance more often than once in every three (3) year period, unless the Employee is directly involved with the professional meeting.

C. When a professional meeting is located in the immediate area or on a state level, more than one teacher from a department at the senior high level, from a department at the junior high level, from the intermediate level, and from the primary level may be excused from teaching duties to attend such a meeting at one time. Attendance at such meetings should be rotated among the Employees in the departments.

D. The decision of the Superintendent in said matters is not grievable.

## ARTICLE XV

### ASSOCIATION LEAVE

A. Upon request by the Association president, a maximum of ten (10) teaching days with no loss in pay shall be made available for members of the Association to attend conferences, conventions or other activities of the local, state and national affiliated organizations.

B. Substitutes for Employees on Association leave will be hired by the District and reimbursement will be made to the District by the Association for said substitutes.

## ARTICLE XVI

### LEAVE WITHOUT PAY

Leaves of absence without pay shall be determined by the Superintendent. If a leave of absence is granted, a per diem of the Employee's contracted salary shall be deducted from the Employee's salary. The substitute's salary shall be paid by the District.

The decision of the Superintendent on whether to grant the leave is not grievable.

## ARTICLE XVII

### MEDICAL EXAMINATIONS

A. A physical examination by a licensed physician is required of all new appointees to the District and of all Employees at the conclusion of every third year of service; and said examination must be taken not later than the first week of school. The Employer will pay up to fifty dollars (\$50.00) for the physical examination. The Employee shall pay the fee and the Employee will be reimbursed up to fifty dollars (\$50.00) upon presentation of the receipted bill to the District.

B. Tuberculin tests will be required of all new appointees and at the conclusion of every third year of service. Employees who are positive reactors or allergic to the tuberculin skin test will be requested to file the results of a chest x-ray. Upon verification by the Employee's physician that an x-ray is required, the Employee will be reimbursed the x-ray cost.

C. The Employer may require an examination at any time if it feels the examination is relevant to an Employee's performance or status. The Employee shall select the physician from a list of three (3) physicians selected by the Employer. The Employer shall pay for said examination, travel, lodging, and meals that may be incurred because of taking said examination if not covered by insurance.

## ARTICLE XVIII

### SALARY REDUCTION AND GROUP INSURANCE

A. Eligibility. The payment of amounts under this Article will be limited to those Employees who work a minimum of thirty (30) hours per week. Employees working at least twenty (20) but fewer than thirty (30) hours per week shall be eligible for one-half the amount specified in Section B.

B. Flexible Benefit Account. Each eligible Employee shall be credited each month with an amount equal to the sum of the single premium amount for the District's group health insurance plan with a \$100 deductible plus an amount equal to the single premium amount for the District's group dental insurance plan, plus Eighty Dollars (\$80). Each eligible Employee shall execute an annual election form for the benefits and/or additional salary from the following options subject to the provisions, terms and conditions of the District's salary reduction plan and the provisions, terms and conditions of the insurance policies and plans.

1. Option 1: The District's group health insurance plan with a \$100/\$200 deductible (single or family).
2. Option 2: The District's group health insurance plan with a \$500/\$1,000 deductible (single or family).
3. Option 3: The District's group health insurance plan with a \$1,000/\$2,000 deductible (single or family).
4. The District's group dental insurance plan (single or family), provided the carrier's enrollment requirements are maintained.
5. Additional salary.

Any costs of insurance benefits selected in excess of the monthly credit shall be borne by the Employee through salary reduction of the Employee's regular salary, with such reduction made prior to income and federal social security tax withholdings, subject to provisions of the income tax and social security laws.

#### *Provisions for 2005-2006:*

All Employees on the District's group health insurance plan on June 30, 2005, must continue to elect at least Option 3 as a single participant (and may elect Option 1 or Option 2, or a family plan). If an Employee on the District's group health insurance plan on June 30, 2005, does not elect at least Option 3 as a single participant, the Employee shall not receive any amount as additional salary.

Any Employee who was not on the District's group health insurance plan on June 30, 2005, who does not elect at least Option 3 as a single participant for the Plan Year starting July 1, 2005, shall receive only 75% of the flexible benefit.

New Employees hired after January 1, 2005, but prior to July 1, 2005, must elect at least Option 3 as a single participant (and may elect Option 1 or Option 2, or a family plan), or must provide satisfactory evidence during the open enrollment period that the Employee is otherwise covered by either a group health insurance plan through the employer of the Employee's spouse or by a group plan through the Employee's other place of employment. If a new Employee hired after January 1, 2005, but prior to July 1, 2005 provides such satisfactory evidence, the Employee shall receive 75% of the flexible benefit. If a new Employee hired after January 1, 2005, but prior to July 1, 2005, does not elect at least Option 3 as a single participant, and does not provide such satisfactory evidence, the Employee shall not receive any amount as additional salary.

New Employees hired on or after July 1, 2005, must elect at least Option 3 as a single participant (and may elect Option 1 or Option 2, or a family plan). If a new Employee hired on or after July 1, 2005, does not elect at least Option 3 as a single participant, the Employee shall not receive any amount as additional salary.

*Provisions for 2006-2007:*

Beginning for the Plan Year starting July 1, 2006, every Employee shall be required to select Option 1, Option 2, or Option 3 (a District group health insurance plan), single or family, unless the Employee provides satisfactory evidence during the open enrollment period that the Employee is otherwise covered by a group health insurance plan through the employer of the Employee's spouse or by a group plan through the Employee's other place of employment. If such satisfactory evidence is provided, the Employee shall receive 50% of the flexible benefit. If an Employee does not timely provide such satisfactory evidence and does not elect Option 1, Option 2, or Option 3, single or family, then the Employee shall not receive any amount in additional salary.

C. Long Term Disability Insurance. The payment of the premium for a disability income protection policy will be made by the Employer for those people meeting the necessary requirements.

The disability income protection policy will provide benefits equal to 70% of the Employee's basic monthly wage, integrated with the Employee's primary social security benefit with a freeze and less workers' compensation benefits up to a maximum benefit of \$2,500 per month. Said benefits shall begin no sooner than one hundred twenty (120) consecutive calendar days after disability date. Said benefits shall continue in accordance with the terms of the policy.

D. Description of Coverage. The Employer will provide a description of elected health insurance coverages and of the long term disability income insurance to the Employees.

E. Duration. The flexible benefit account credits shall be in effect for twelve (12) consecutive months, commencing in July (or within 30 days for new employees) and shall terminate on the last day of the month in which employment terminates, except that an employee whose employment terminates on the last day of the school year shall have credits through August of that year. An Employee on extended unpaid sick leave pursuant to Article IX, Section B, shall continue to receive elected insurance benefits (but not additional salary elected) to the maximum sum specified in Section B above through August in the year in which his/her accumulated sick leave

has been exhausted. An Employee on other unpaid leave of absence for more than thirty (30) calendar days shall not receive a flexible benefit credit.

## ARTICLE XIX

### SALARY SCHEDULE NOT INCLUDING ACTUAL SCHEDULE

A. Schedules D and E may be used for setting the initial salaries of Employees joining the Boone Community School District staff. After being placed on the salary schedule, Employees shall move one step each year unless they are on the last step of the group and are not moving to a different group. Employees shall move from group to group according to the required semester hours of approved college credit for each of these groups. Employees successfully completing work towards National Teacher Board certification shall receive three (3) hours of approved college credit towards advancement towards the next group and an additional three (3) hours of approved college credit will be received for attaining National Board certification. Increments may be withheld once per Employee because of unsatisfactory performance by an Employee.

B. There are additional allowances beyond the regular salary schedules for those who coach or direct activities or who may have duties beyond the regular classroom or school year.

C. The Employer shall distribute funds received by the District pursuant to Chapter 294A, Code of Iowa, as follows:

1. Funds received by the District from Phase I and Phase II payments will be combined and called for purposes of this Agreement "the Salary Supplement Fund."
2. Phase I. Regardless of the amounts set forth in the Regular Salary Schedules, Schedules D or E, full-time Employees holding a teaching certificate issued under Chapter 260, a letter of authorization, or a statement of professional recognition issued by the State Board of Educational Examiners and employed pursuant to a contract issued under Section 279.13 of the Code of Iowa ("eligible employees") shall be paid at least the minimum annual salary specified by law. Regular part-time Employees shall receive a pro-rated amount. Amounts necessary to pay the minimum salary amount which are above the amounts of the regular salary schedule (including FICA and IPERS payments on such excess amounts) shall be paid from the Salary Supplement Fund.
3. Phase II. After payments required under 2 above, the balance of the Salary Supplement Fund shall be distributed to eligible Employees (after deducting FICA and IPERS on such payments) according to the index contained in Schedule D, with eligible nurses receiving the applicable percentage of the payment for an Employee on the same experience step of the B.A. Lane of Schedule D.
4. The eligibility of Employees to receive Phase I and II payments and the amounts of such payments will be determined as of September 10. Phase II

payments shall be paid in monthly installments beginning with the October 1st regular pay installment.

Payments from the Salary Supplement Fund to eligible Employees shall be reduced for each day of unpaid leave in the same manner as regular compensation is reduced, but shall not be reduced for paid leaves of absence.

## ARTICLE XX

### EXTENDED PAY

Employees contracted to teach summer school or to do curriculum work over the summer shall be paid at the rate of one-eighth (1/8th) of their regular per diem pay for the preceding school year for each hour of summer school or curriculum work they are assigned. Employees contracted to teach or to do curriculum work outside of the regular school day shall be paid at the rate of one-eighth (1/8th) of their regular per diem pay for each hour unless the rate of pay is covered by the Special Stipends Schedule, Schedule C.

Employees contracted to perform other non-teaching duties (such as to attend workshops or staff development activities) outside of the regular work year or regular work day (except pursuant to Article VIII, Article XXII, or Schedules A, B or C) shall be paid for each hour at the rate of one-eighth (1/8<sup>th</sup>) of the per diem pay determined by averaging the seven salary lanes of Schedule D at Step 3.

## ARTICLE XXI

### OVERLOAD PAY

A. If a secondary Employee is regularly assigned a full period of classroom instruction (or supervision equivalent) in excess of the number of classroom assignments normally assigned a secondary Employee, the Employee will be paid an additional 1/8th of the Employee's regular per diem pay from Schedule D for each such day of teaching an additional period. This provision shall not apply to the following assignments: band, orchestra, vocal music, Title I program, special education program, drivers' education, or subjects taught in large group/small group instruction.

After a secondary Employee has used planning periods to cover for absent Employees more than three (3) times in a semester, the Employee will be compensated for future planning periods used to cover for absent Employees at the rate of one-eighth (1/8<sup>th</sup>) of the per diem pay determined by averaging the seven salary lanes of Schedule D at Step 3 for each such period. Employees shall be paid in February and in July for such time.

B. The inclusion of this provision shall in no way interfere with the management right of the Employer to establish a normal Employee's assignment, both elementary and secondary, per week for the entire school year. Further, the above in no way commits the Employer to negotiate in the future such subjects as class size, pupil-teacher ratio, class load, length of class, and other working conditions not otherwise covered in this Agreement.

C. The decision of the Employer to assign or not to assign extra periods of instruction or supervision equivalent under this Article shall be final and shall not be subject to the Grievance Procedures.

## ARTICLE XXII

### COMPENSATION FOR EXTRA-CURRICULAR/NON-CURRICULAR DUTIES

All Employees assigned, or who volunteer, to supervise or work at two activities outside of the regular work day will receive an activity pass for the Employee and one guest to the home, extra-curricular activities of the District. All Employees who volunteer for a third activity will receive a family pass. All Employees assigned, not merely volunteering, to three or more activities will be compensated at the rate of \$20.00 per event and \$10.50 per hour after the first two and one-half (2 1/2) hours for all activities beyond two. No person compensated in accordance with the Special Stipends or Athletic Salary Schedules will receive additional compensation under this Article for events they are required to attend pursuant to those Schedules. This does not preclude Employees from volunteering their services without additional compensation. Employees presently on the staff shall make their requests for activity assignments and passes prior to May 15 of each school year. Employees joining the staff after May 15th may make their requests after May 15th. Complimentary passes will not be valid for tournament events.

## ARTICLE XXIII

### TRAVEL REIMBURSEMENT

Employees regularly assigned to more than one attendance center between 8:00 a.m. and 3:00 p.m. shall receive thirty cents (\$.30) per mile driven, provided such use is approved by the Superintendent or the Principal. The number of miles between each building for reimbursement purposes shall be established by the Employer. Employees shall turn in mileage claims by January 1 and by June 15 of each year. Employees shall be reimbursed in February and in July of each year for travel.

## ARTICLE XXIV

### PAYROLL PROCEDURE

Employees shall be paid on the first day of each month commencing in October, except that the July payment shall be made on June 30. If the first day (or June 30) falls on a Saturday, Sunday, or holiday, payment will be made on the preceding work day in all months except January, when payment will be made on the following work day.

Employees on Step 1 of Schedule D may elect to receive up to one-half (1/2) of their first month's gross salary on the 15th day of September. No payroll deduction will be made on the first half payment; the total monthly payroll deduction will be taken from the last half payment of the September salary. Teachers electing this procedure for their first months payment shall notify the Business Office no later than the first Monday in September.

Payments pursuant to Iowa Code Chapter 294A, Phase II shall be paid in accordance with Article XIX, Section C. Phase III payments for supplemental duties shall be paid with the first regular pay installment following completion of the project, or if completion of the project is after the date that payroll must be submitted, with the next regular pay installment.

## ARTICLE XXV

### SEPARABILITY

If any provision of this Agreement is held to be contrary to law, then such provision shall be deemed invalid. However, all other provisions of this Agreement shall not be affected thereby and shall continue in full force and effect.



## ARTICLE XXVI

### ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the parties and concludes collective bargaining for its term.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Both parties, by mutual agreement, may modify and amend the Agreement, but such modification or amendment must be signed by both parties and if not, the contract, as written, is binding.

## ARTICLE XXVII

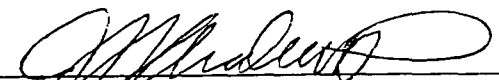
### EFFECTIVE DATE


- A. This Agreement shall remain in full force and effect for a period of two years, 2005-2007, except that Schedule D (Teachers' Salary Schedule) shall be renegotiated for the 2006-2007 year.
- B. This Agreement shall become effective July 1, 2005, with the following exceptions: the salary items (Articles XIX, XX, XXI and XXII, and Schedules A, B, C, D, and E) shall become effective with the first contract day for the 2005-2006 school year.

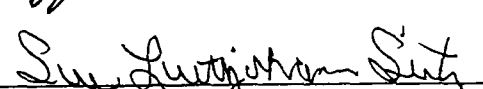
Dated this 1st day of June, 2005.

BOONE EDUCATORS' ASSOCIATION      BOONE COMMUNITY SCHOOL DISTRICT

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Chief Negotiator

  
\_\_\_\_\_  
Chief Negotiator

SCHEDULE A  
SENIOR HIGH ATHLETIC SALARY SCHEDULE  
BASED ON PERCENTAGE OF STEP I, B.A. LANE OF  
SCHEDULE D  
2005-2006 AND 2006-2007

<u>Assignment</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
Varsity Football (Head)	16.00	17.00	18.00	19.00	20.00
Varsity Football (Asst.)	11.20	11.90	12.60	13.30	14.00
Sophomore Football (Head)	11.20	11.90	12.60	13.30	14.00
Sophomore Football (Asst.)	9.60	10.20	10.80	11.40	12.00
9th Grade Football (Head)	9.60	10.20	10.80	11.40	12.00
9th Grade Football (Asst.)	8.00	8.50	9.00	9.50	10.00
Varsity Basketball (Head)	16.00	17.00	18.00	19.00	20.00
Varsity Basketball (Asst.)	11.20	11.90	12.60	13.30	14.00
Sophomore Basketball (Head)	11.20	11.90	12.60	13.30	14.00
Sophomore Basketball (Asst.)	9.60	10.20	10.80	11.40	12.00
9th Grade Basketball (Head)	9.60	10.20	10.80	11.40	12.00
9th Grade Basketball (Asst.)	8.00	8.50	9.00	9.50	10.00
Varsity Wrestling (Head)	16.00	17.00	18.00	19.00	20.00
Varsity Wrestling (Asst.)	11.20	11.90	12.60	13.30	14.00
Varsity Baseball (Head)	16.00	17.00	18.00	19.00	20.00
Varsity Baseball (Asst.)	11.20	11.90	12.60	13.30	14.00
9th Grade Baseball	8.64	9.18	9.72	10.26	10.80
Varsity Softball (Head)	16.00	17.00	18.00	19.00	20.00
Varsity Softball (Asst.)	11.20	11.90	12.60	13.30	14.00
9th Grade Softball	8.64	9.18	9.72	10.26	10.80
Varsity Volleyball (Head)	16.00	17.00	18.00	19.00	20.00
Varsity Volleyball (Asst.)	11.20	11.90	12.60	13.30	14.00
9th Grade Volleyball (Head)	9.60	10.20	10.80	11.40	12.00
Varsity Swimming (Head)	12.80	13.60	14.40	15.20	16.00
Varsity Swimming (Asst.)	8.96	9.52	10.08	10.64	11.20
Varsity Track (Head)	12.80	13.60	14.40	15.20	16.00
Varsity Track (Asst.)	8.96	9.52	10.08	10.64	11.20
Varsity Cross Country (Head)	9.60	10.20	10.80	11.40	12.00
Varsity Golf (Head)	9.60	10.20	10.80	11.40	12.00
Varsity Golf (Asst.)	8.00	8.50	9.00	9.50	10.00
Varsity Tennis (Head)	9.60	10.20	10.80	11.40	12.00
Varsity Tennis (Asst.)	8.00	8.50	9.00	9.50	10.00
Trainer	16.00	17.00	18.00	19.00	20.00
Weight Room Supervisor	4.80	5.10	5.40	5.70	6.00
Summer Weight Room Supervisor	4.80	5.10	5.40	5.70	6.00

SCHEDULE B  
MIDDLE SCHOOL ATHLETIC SALARY SCHEDULE  
BASED ON PERCENTAGE OF STEP I, B.A. LANE OF  
SCHEDULE D  
2005-2006 AND 2006-2007

<u>Assignment</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
8th Grade Football (Head)	7.20	7.65	8.10	8.55	9.00
8th Grade Football (Asst.)	6.40	6.80	7.20	7.60	8.00
7th Grade Football (Head)	7.20	7.65	8.10	8.55	9.00
7th Grade Football (Asst.)	6.40	6.80	7.20	7.60	8.00
8th Grade Basketball (Head)	7.20	7.65	8.10	8.55	9.00
8th Grade Basketball (Asst.)	6.40	6.80	7.20	7.60	8.00
7th Grade Basketball (Head)	7.20	7.65	8.10	8.55	9.00
7th Grade Basketball (Asst.)	6.40	6.80	7.20	7.60	8.00
Jr. High Wrestling (Head)	7.20	7.65	8.10	8.55	9.00
Jr. High Wrestling (Asst.)	6.40	6.80	7.20	7.60	8.00
8th Grade Volleyball (Head)	7.20	7.65	8.10	8.55	9.00
8th Grade Volleyball (Asst.)	6.40	6.80	7.20	7.60	8.00
7th Grade Volleyball (Head)	7.20	7.65	8.10	8.55	9.00
7th Grade Volleyball (Asst.)	6.40	6.80	7.20	7.60	8.00
Swimming	5.76	6.12	6.48	6.84	7.20
8th Grade Track (Head)	5.76	6.12	6.48	6.84	7.20
8th Grade Track (Asst.)	5.12	5.44	5.76	6.08	6.40
7th Grade Track (Head)	5.76	6.12	6.48	6.84	7.20
7th Grade Track (Asst.)	5.12	5.44	5.76	6.08	6.40
Cross Country	5.12	5.44	5.70	6.08	6.40

SCHEDULE C  
SPECIAL STIPENDS SCHEDULE  
BASED ON PERCENTAGE OF STEP I, B.A. LANE OF  
SCHEDULE D  
2005-2006 and 2006-2007

Assignment	Percentage				
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>
Department Chairperson/M.S. Team Leader					
2 Members	2.8	2.9	3.0	3.1	3.2
3 Members	3.1	3.2	3.3	3.4	3.5
4 Members	3.4	3.5	3.6	3.7	3.8
5 Members	3.7	3.8	3.9	4.0	4.1
6 Members	4.0	4.1	4.2	4.3	4.4
7 Members	4.3	4.4	4.5	4.6	4.7
8 Members	4.6	4.7	4.8	4.9	5.0
9 Members or more	4.9	5.0	5.1	5.2	5.3
Vertical Chairperson	2.1	2.2	2.3	2.4	2.5
Grade Level Chairperson	2.1	2.2	2.3	2.4	2.5
Literacy Learning Resource Manager	\$15.75 per hr.				
Futures Director	6.0	6.1	6.2	6.3	6.4
Building Blocks Director	13.13	13.23	13.33	13.43	13.53
Senior High Vocal	12.3	12.4	12.5	12.6	12.7
Middle School Vocal	5.0	5.1	5.2	5.3	5.4
Elementary Vocal	2.1	2.2	2.3	2.4	2.5
Senior High Band	12.3	12.4	12.5	12.6	12.7
Assistant Band Director	3.0	3.1	3.2	3.3	3.4
Middle School Band	9.6	9.7	9.8	9.9	10.0
Elementary Band	5.8	5.9	6.0	6.1	6.2
Pep Band	4.5	4.6	4.7	4.8	4.9
Senior High Orchestra	9.6	9.7	9.8	9.9	10.0
Elementary Orchestra	2.1	2.2	2.3	2.4	2.5
School Play Director (each play)	7.0	7.1	7.2	7.3	7.4
Assistant Play Director	3.2	3.3	3.4	3.5	3.6
Musicals: Vocal Director	4.67	4.68	4.69	4.70	4.71
Instrumental Director	2.33	2.34	2.35	2.36	2.37
Production Design/Builder (each play)	3.0	3.1	3.2	3.3	3.4
Speech Activities Director	10.0	10.1	10.2	10.3	10.4
Assistant Speech Director	6.0	6.1	6.2	6.3	6.4
Future Homemakers of America	3.0	3.1	3.2	3.3	3.4
Drill Team	5.5	5.6	5.7	5.8	5.9
Intramurals	10.0	10.1	10.2	10.3	10.4
Senior High Yearbook	8.0	8.1	8.2	8.3	8.4
Middle School Yearbook	5.0	5.1	5.2	5.3	5.4
Futures Yearbook	2.0	2.1	2.2	2.3	2.4
Senior High Newspaper	6.0	6.1	6.2	6.3	6.4
Middle School Newspaper	6.0	6.1	6.2	6.3	6.4
Student Council (HS)	5.5	5.6	5.7	5.8	5.9
Student Congress (MS)	3.5	3.6	3.7	3.8	3.9
Assistant Student Congress	2.6	2.7	2.8	2.9	3.0
Prom Decorations	5.5	5.6	5.7	5.8	5.9
Art Club	2.0	2.1	2.2	2.3	2.4
Cheerleader Sponsor	8.0	8.1	8.2	8.3	8.4
Assistant Cheerleader Sponsor	7.0	7.1	7.2	7.3	7.4
Head Ticket Sales Manager	7.0	7.1	7.2	7.3	7.4

Assignment	Percentage				
	5.0	5.1	5.2	5.3	5.4
Assistant Ticket Sales	4.5	4.6	4.7	4.8	4.9
Senior High TSA Club Sponsor	4.5	4.6	4.7	4.8	4.9
Middle School TSA Club Sponsor	4.5	4.6	4.7	4.8	4.9
Lego League Sponsor	4.5	4.6	4.7	4.8	4.9
Summer Ticket Supervisor	\$11.00 per hour				
Middle School Game Manager	\$48.75 per event				
Summer Baseball and Softball Game Manager	\$59.75 per event				

SCHEDULE D  
TEACHERS' SALARY SCHEDULE  
2005-06

Step	Years Exp.	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	None	23,475	24,414	25,353	26,292	27,344	28,395	29,447
		1.00	1.04	1.08	1.00	1.04	1.08	1.12
2	1	24,414	25,353	26,292	27,344	28,395	29,447	30,499
		1.04	1.08	1.12	1.04	1.08	1.12	1.16
3	2	25,353	26,292	27,231	28,395	29,447	30,499	31,550
		1.08	1.12	1.16	1.08	1.12	1.16	1.20
4	3	26,292	27,231	28,170	29,447	30,499	31,550	32,602
		1.12	1.16	1.20	1.12	1.16	1.20	1.24
5	4	27,348	28,287	29,226	30,630	31,682	32,734	33,785
		1.165	1.205	1.245	1.165	1.205	1.245	1.285
6	5	28,287	29,226	30,165	31,682	32,734	33,785	34,837
		1.205	1.245	1.285	1.205	1.245	1.285	1.325
7	6	29,226	30,165	31,104	32,734	33,785	34,837	35,889
		1.245	1.285	1.325	1.245	1.285	1.325	1.365
8	7	30,165	31,104	32,043	33,785	34,837	35,889	36,940
		1.285	1.325	1.365	1.285	1.325	1.365	1.405
9	8	31,104	32,043	32,982	34,837	35,889	36,940	37,992
		1.325	1.365	1.405	1.325	1.365	1.405	1.445
10	9	32,043	32,982	33,921	35,889	36,940	37,992	39,044
		1.365	1.405	1.445	1.365	1.405	1.445	1.485
11	10	32,982	33,921	34,860	36,940	37,992	39,044	40,095
		1.405	1.445	1.485	1.405	1.445	1.485	1.525
12	11	33,921	34,860	35,799	37,992	39,044	40,095	41,147
		1.445	1.485	1.525	1.445	1.485	1.525	1.565
13	12	34,860	35,799	36,738	39,044	40,095	41,147	42,199
		1.485	1.525	1.565	1.485	1.525	1.565	1.605
14	13	35,565	36,738	37,677	40,095	41,147	42,199	43,250
	-	1.485	1.565	1.605	1.525	1.565	1.605	1.645
15	14	35,565	37,443	38,616	41,147	42,199	43,250	44,302
		1.485	1.565	1.645	1.565	1.605	1.645	1.685
16	15	35,565	37,443	39,321	42,199	43,250	44,302	45,354
		1.485	1.565	1.645	1.605	1.645	1.685	1.725
17	16	35,565	37,443	39,321	42,987	44,039	45,354	46,405
		1.485	1.565	1.645	1.605	1.645	1.725	1.765
18	17	36,465	38,343	40,221	43,887	44,939	46,142	47,194
		+900	+900	+900	+900	+900	1.755	1.795
19	18						47,042	48,094
							+900	+900

NOTE: The hiring base will be step 2.

SCHEDULE E  
NURSES' SALARY SCHEDULE  
BASED ON STEPS OF  
THE B.A. LANE OF SCHEDULE D  
2005-2006

Step	Years Exp.	B.S.N.	R.N.	A.D.N.
1	None	23,475 1.0000	21,714 0.9250	19,954 0.8500
2	1	24,414 1.0400	22,583 0.9620	20,752 0.8840
3	2	25,353 1.0800	23,452 0.9990	21,550 0.9180
4	3	26,292 1.1200	24,320 1.0360	22,348 0.9520
5	4	27,348 1.1650	25,297 1.0776	23,247 0.9903
6	5	28,287 1.2050	26,165 1.1146	24,045 1.0243
7	6	29,226 1.2450	27,034 1.1516	24,841 1.0582
8	7	30,165 1.2850	27,902 1.1886	25,642 1.0923
9	8	31,104 1.3250	28,771 1.2256	26,438 1.1262
10	9	32,043 1.3650	29,640 1.2626	27,238 1.1603
11	10	32,982 1.4050	30,508 1.2996	28,036 1.1943
12	11	33,921 1.4450	31,377 1.3366	28,832 1.2282
13	12	34,860 1.4850	32,245 1.3736	29,632 1.2623
14	13	35,565 1.4850	32,950 1.3736	30,337 1.2623
15	14	35,565 1.4850	32,950 1.3736	30,337 1.2623
16	15	35,565 1.4850	32,950 1.3736	30,337 1.2623
17	16	35,565 1.4850	32,950 1.3736	30,337 1.2623
18	17	36,465 (+)900	33,783 (+)833	31,102 (+)765

Appendix A  
GRIEVANCE REPORT  
BOONE COMMUNITY SCHOOL DISTRICT

\_\_\_\_\_ Building \_\_\_\_\_ Date Filed \_\_\_\_\_

\_\_\_\_\_  
Name of Aggrieved Person

Step 2

1. Date Alleged Violation Occurred \_\_\_\_\_

2. Date of Informal Conference Step 1 \_\_\_\_\_

3. Section(s) of Contract Violated \_\_\_\_\_

4. Statement of Grievance \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Relief Sought \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature

Date

6. \_\_\_\_\_

Date Received by Principal

7. \_\_\_\_\_

Date of Conference

8. Disposition by Principal \_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



Step 3

1. \_\_\_\_\_  
Signature of Aggrieved Person
2. \_\_\_\_\_  
Date Received by Superintendent
3. \_\_\_\_\_  
Date of Conference
4. Disposition by Superintendent \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Superintendent

\_\_\_\_\_  
Date

Step 4

1. \_\_\_\_\_  
Signature of Aggrieved Person
2. \_\_\_\_\_  
Date Filed with Superintendent
3. \_\_\_\_\_  
Date Submitted to Arbitration
4. Disposition and Award of Arbitrator \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Association  
President

\_\_\_\_\_  
Date Received by Arbitrator

\_\_\_\_\_  
Signature of Arbitrator

\_\_\_\_\_  
Date

**AGREEMENT on the Rules and Regulations Regarding  
Job Sharing as it Relates to the BEA Master Contract and the  
Working Conditions of Job Sharing Teachers**

Any two employees who wish to share a position in the District must submit a written proposal to do so. Proposals may be submitted for posted vacancies on or before the deadline date and for other current positions. The proposal shall include a description of the position to be shared, names of sharers and the content areas to be assigned to each, and a description of communication strategies to be utilized by the job sharers. The proposal will include, if applicable, the way in which coaching, extra-curricular and stipend assignments, and other duties and responsibilities at the District and Building levels will be addressed.

Those who participate in job sharing shall participate in and for the full duration of all parent-teacher conferences, scheduled inservice and staff development activities, Open Houses, curriculum committee meetings, and other special events scheduled at the District or Building level, without additional compensation.

One job sharer will substitute for the other, when necessary, at the designated rate of substitute pay. The necessity of having a substitute will be determined by the administration.

Each teacher approved for job sharing will remain at his/her current salary group and step and be advanced per established practices. He/she will be paid at a proportional rate, based on the part of an eight-hour day worked, exclusive of lunch. For example, a half-time assignment requires four hours of work; not including any time scheduled for lunch. Benefits will also be paid on a proportional basis, in accordance with master contract provisions.

If one of the job sharers is terminated or submits a resignation effective at the end of the school year, the other will have the option to accept the full-time position formerly shared, may request a transfer to another part-time position if one is currently available, or will resign his/her part-time contract. The Superintendent or his/her designee has full and complete discretionary powers related to assignment of the remaining job sharer.

Approval and subsequent implementation or denial of a job-sharing proposal does not set a precedent for decisions related to other job-sharing proposals and/or their implementation.

All decisions regarding the acceptance or denial of job-sharing proposals, their implementation, assignment of the remaining job sharer upon the resignation of job sharing partner, continuance of job sharing from one school year to the next, and related matters, will be made by the Superintendent or his/her designee, the rationale will be shared with the job-sharing teachers and the BEA, and the decision will not be grievable under the Master Contract.

**UNDERSTANDING REGARDING  
BUSINESS LEAVE/PERSONAL LEAVE TRANSITION**

No. of Days Carried-Over of Business Leave from 2004-2005	then for 2005-2006 and	if use during 2005-2006	then for 2006-2007:
2	3 Business 1 Personal	0 Business 1 Personal	2 Business 1 Personal
1	2 Business 1 Personal	0 Business 1 Personal	2 Business 1 Personal
0	1 Business 1 Personal	0 Business 1 Personal	2 Business 1 Personal
2	3 Business 1 Personal	1 Business 0 Personal	2 Business 2 Personal
1	2 Business 1 Personal	1 Business 0 Personal	2 Business 2 Personal
0	1 Business 1 Personal	1 Business 0 Personal	1 Business 2 Personal

Note: Only in 2005-2006 is it possible to have 3 Business days.